

SCIENTIFIC ARTICLE COMPOSING TEMPLATE

TITLE OF ARTICLE

(Times New Roman 16 pt, Bold, UPPERCASE, Center)

Example:

**DIGITAL TRANSFORMATION AND ORGANIZATIONAL PERFORMANCE:
EVIDENCE FROM SMEs IN INDONESIA**

Author Name1*, Author Name2, Author Name3*(Times New Roman 12 pt Bold, Center)*

1Department, Faculty, University, Country2Department, Faculty, University,
Country3Department, Faculty, University, Country

*Corresponding Author: email@institution.ac.id**ABSTRACT***(Times New Roman 11 pt, Italic, Single Space)*

Abstract must be written in one paragraph consisting of:

- Background of the study
- Research objective
- Research method
- Main findings
- Theoretical contribution
- Practical involvement
- Novelty of the study

TEMPLATE ABSTRACT

This study aims to analyze/examine/investigate the effect of _____ on _____. The research employed a quantitative/qualitative/mixed-method approach involving _____ respondents/institutions. Data were collected through _____ and analyzed using _____. The findings indicate that _____ significantly affects _____. Furthermore, _____. This study contributes theoretically by enriching _____ theory and practically by providing strategic recommendations for _____. Therefore, the findings imply that _____.

Keywords: *(Times New Roman 11 pt)*

Digital Transformation; Organizational Performance; SMEs; Sustainability; Human Resource Management

1. INTRODUCTION*(Times New Roman 14 pt Bold)***Format:**

- Source: Times New Roman 12 pt
- Alignment: Justify
- Spacing: 1.5

CONTENT OF INTRODUCTION

1.1 Background of the Study

Explain:

- Global phenomenon
- Empirical conditions
- Research urgency
- Latest data/statistics
- Research problems

1.2 Research Gap

Explain:

- Inconsistencies of previous research
- Disadvantages of previous studies
- New research needs

1.3 Novelty of Research

Explain:

- Research novelty
- Differences with previous research

1.4 Research Objectives

Explain:

- Explicit research objectives

TEMPLATE INTRODUCTION

The rapid development of _____ has significantly transformed _____. Organizations and institutions are increasingly required to adapt to technological and environmental changes to improve _____. However, several challenges remain unresolved, particularly related to _____.

Previous studies conducted by Author (2022) and Author (2023) found that _____ positively affects _____. Nevertheless, other studies revealed contradictory findings regarding _____. These inconsistencies indicate the existence of a research gap requiring further investigation. The novelty of this study lies in _____. Unlike previous studies, this research focuses on _____ using _____ approach. Therefore, this study aims to examine/analyze/investigate _____.

2. LITERATURE REVIEW

(Times New Roman 14 pt Bold)

2.1 Grand Theory



Explain the main theories of the research.

2.2 Variable/Concept 1

Definition of the first variable.

2.3 Variable/Concept 2

Definition of the second variable.

2.4 Previous Studies

Explaining previous research:

- Author
- Year
- Method
- Research results
- Research gap

2.5 Hypothesis Development

TEMPLATE HYPOTHESIS

H1: _____ has a positive and significant effect on _____.
 H2: _____ mediates the relationship between _____ and _____.
 H3: _____ moderates the effect of _____ on _____.

3. RESEARCH METHODS

(Times New Roman 14 pt Bold)

3.1 Research Design

Quantitative / Qualitative / Mixed Method

3.2 Population and Sample

Explain:

- Population
- Sampling techniques
- Number of samples
- Sampling formula (if any)

3.3 Technical Data Collection

- Questionnaire
- Interview
- Observation
- Documentation

3.4 Measurement of Variables

Explain:



- Variable indicator
- Measurement scale
- Source of indicators

3.5 Technical Data Analysis

Example:

- SEM-PLS
- Regression Analysis
- SmartPLS
- SPSS
- NVivo
- AMOS

TEMPLATE RESEARCH METHODS

This study employed a quantitative research approach using survey methods. The population consisted of _____, while the sample involved _____ respondents selected using _____ sampling techniques.

Data were collected through structured questionnaires distributed online/offline. The indicators used in this study were adapted from previous studies conducted by _____.

Data analysis was performed using _____ software through _____ analytical techniques. Furthermore, validity and reliability tests were conducted to ensure data quality.

4. RESULTS

(Times New Roman 14 pt Bold)

4.1 Respondent Profile

- Gender
- Age
- Education
- Work Experience

4.2 Descriptive Statistics**4.3 Validity and Reliability Test****4.4 Hypothesis Testing****4.5 Model Fit Analysis****TEMPLATE RESULTS**

The findings indicate that the majority of respondents were _____. The validity and reliability tests showed that all indicators met the required threshold values.

Furthermore, hypothesis testing demonstrated that _____ significantly affects _____ with a p-value of _____. In addition, _____ was found to mediate/moderate the relationship



between _____ and _____.

5. DISCUSSION

(Times New Roman 14 pt Bold)

CONTENT OF DISCUSSION

The discussion should explain:

- Interpretation of research results
- Relationship with theory
- Comparison with previous research
- Theoretical implications
- Practical implications

TEMPLATE DISCUSSION

The findings confirm that _____ significantly influences _____. This result supports the theory proposed by _____, which states that _____.

Additionally, the findings are consistent with previous studies conducted by _____. However, this study also reveals different findings regarding _____, indicating that _____.

Practically, the results imply that organizations/institutions should _____ to improve _____.

6. CONCLUSION

(Times New Roman 14 pt Bold)

CONTENT OF CONCLUSION

The conclusion should contain:

- Summary of key results
- Answer to the research objective
- Research contributions
- Limitations of the study
- Further research suggestions

TEMPLATE CONCLUSION

This study concludes that _____ significantly affects _____. The findings demonstrate that _____ plays an important role in improving _____.

The study contributes theoretically to the development of _____ theory and practically to _____. However, this research is limited to _____. Therefore, future studies are recommended to investigate _____ using broader samples and different analytical approaches.

ACKNOWLEDGEMENT

(Optional)

The authors would like to thank _____ for supporting this research.

DECLARATION OF CONFLICT OF INTEREST



The authors declare that there is no conflict of interest regarding the publication of this article.

FUNDING INFORMATION

This research received funding from _____.

AUTHOR CONTRIBUTIONS

Author	Contribution
First Author	Conceptualization, Methodology, Writing
Second Author	Data Analysis, Validation
Third Author	Supervision, Review & Editing

REFERENCES

(Times New Roman 12 pt)

TERMS OF REFERENCE

- Minimum 20–40 references
- 80% international newspapers
- 80% references from the last 5 years
- Use DOI whenever available
- Use APA 7th Edition
- Use reference manager

TEMPLATE APA 7TH EDITION**Journal Article**

Author, A. A., & Author, B. B. (2024). Title of article. *Journal Name*, 10(2), 120–135.
<https://doi.org/xxxxx>

Book

Author, A. A. (2023). *Book Title*. Publisher.

Conference Proceedings

Author, A. A. (2024). Title of paper. In *Proceedings of* _____ (pp. 10–20).

TABLE AND IMAGE FORMATS**Table**

- Table titles above table
- Font Times New Roman 11 pt
- Sources below the table



Example:**Table 1. Respondent Characteristics**

Variable	Frequency	Percentage
Male	50	50%
Female	50	50%

Source: Processed Data (2026)

Figure/Figure

- Image title below image
- HD Resolution
- No blur

Example:**Figure 1. Research Framework****IDEAL SYSTEMATICS OF THE NUMBER OF PAGES**

Section	Percentage
Title & Abstract	10%
Introduction	20–25%
Literature Review	20%
Research Methods	10–15%
Results & Discussion	30–35%
Conclusion	5–10%

WRITING FORMAT INSTRUCTIONS

Components	Format
Typeface	Times New Roman
Title Size	16 pt Bold Capital
Author Name Size	12 pt Bold
Article Content Size	12 pt
Space	1.5
Margin	3 cm left, 2.5 cm right, top, bottom
Alignment	Justify
Article Length	6000–9000 words
Language	English Academic Writing
Format File	Microsoft Word (.doc/.docx)
Quote Style	APA 7th Edition
Reference Manager	Mendeley/Zotero/EndNote